Appendix A

List of Tables

Data Tables

Appendix A

List of Tables

Table

- Demographics of Survey Respondents by Marital Status and Presence of Dependents, California State Employees
- Family Profiles, California State Employees
- Work Profiles, California State Employees
- 4 Resident Status and Sources of Care for Child and Adult Dependents, California State Employees
- 5 Family and Work Issues by Gender, California State Employees with Dependents
- 6 Program Utilization and Lack of Awareness by Gender, California State Employees
- Family Care and Work Problems by Age, California State Employees with Dependents
- 8 Program Utilization and Lack of Awareness by Age, California State Employees
- 9 Family and Work Issues by Type of Dependent, California State Employees with Dependents
- Program Utilization and Lack of Awareness by Type of Dependent, California State Employees
- Family and Work Issues by Management Status, California State Employees with Dependents
- Program Utilization and Lack of Awareness by Management Status, California State Employees
- Barriers to Utilization by Gender, Age, Presence of Dependents, and Employee Status, California State Employees
- Worker Support for Work-Family Programs, California State Employees

Table 1: Demographics of Survey Respondents by Marital Status and Presence of Dependents,

California State Employees, N=4000

		With	No		
	All	Dependents	Dependents	Partner	Single
GENDER					
Male	48%	49%	48%	55%	30%
Female	52%	51%	52%	45%	70%
AVERAGE AGE	46	44	49	47	45
AGE CATEGORIES					
21 to 35	15%	17%	13%	13%	20%
36 to 45	30%	38%	18%	30%	28%
46 to 55	39%	35%	45%	40%	35%
Over 55	17%	11%	25%	17%	17%
RACE/ETHNICITY					
White	70%	67%	73%	71%	65%
Hispanic	12%	12%	11%	11%	13%
Black	7%	7%	7%	6%	9%
Asian	8%	9%	6%	8%	9%
Other	4%	4%	3%	4%	3%
HOUSEHOLD ANNUAL INC	COME				
Less than \$40,000	12%	13%	11%	6%	30%
\$40,000-\$59,999	24%	24%	24%	19%	38%
\$60,000-\$79,999	26%	26%	28%	28%	22%
\$80,000-\$100,000	18%	18%	16%	22%	5%
More than \$100,000	20%	20%	22%	26%	5%
COUNTY-WORK					
Sacramento	40%	38%	41%	39%	41%
Los Angeles	9%	9%	10%	9%	11%
Other	51%	53%	48%	52%	48%
COUNTY-LIVE					
Sacramento	32%	30%	34%	30%	36%
Los Angeles	8%	7%	9%	7%	10%
Other	61%	63%	57%	63%	54%

Married/Partnered	73%
Dual Earner Families ^a	53%
Single, No Dependents	12%
Parents ^b	44%
Single Parents	9%
Expect children in next 5 years	19%
Expect adult dependent in next 5 years	50%
<u>DEPENDENTS</u>	63%
Children Only	34%
Elders Only	11%
Both Children and Elders	15%
CHILDREN	
Number of Children	
None	56%
1 Child	18%
2 Children	18%
3 or More Children	8%
Age	
Under 2	7%
Age 2 to 5	8%
Age 6 to 12	20%
Age 13 to 18	13%
ADULTS c	
Average age	66
Resides with worker	42%
Average years providing care	5.3
Median years providing care	3
Average days per year providing care	87
Median days per year providing care	20
Dependent adults under 55	20%

^a Dual earner families were defined as those that had a spouse/partner who worked at least 20 hours per week

^b Parents were defined as those with children under the age of 18 that reside at least part-time with the worker

^c Percentages are based only on those that have adult dependents, N=1038

Table 3: Work Profiles, California State Emplo	yees, N=4000
SCHEDULES E11 Times	0.60/
Full-Time	96%
Traditional Hours	85%
Regular Posted Shift	80%
Evening Shifts Variable Shift	2%
Variable Shift Residential Shift	3% 1%
DAILY WORK COMMUTE	
Average Time	51 minutes
Average Plance Average Distance	34 miles
WORKSITE LOCALE	
Urban	59%
Suburban	19%
Rural	19%
UNION MEMBERSHIP	
Union	66%
Non-Union	34%
RANK AND FILE	83%
Unit 1 CSEA, Administrative	18.7%
Unit 2 ACSA, Attorneys	1.6%
Unit 3 CSEA, Education	1.3%
Unit 4 CSEA, Office	15.5%
Unit 5 CAHP, Highway Patrol	3.1%
Unit 6 CCPOA, Corrections	13.1%
Unit 7 CAUSE, Protective Services	3.3%
Unit 8 CDF, Firefighters	1.6%
Unit 9 PECG, Engineers	4.9%
Unit 10 CAPS, Scientific	1.2%
Unit 11 CSEA, Technician	1.3%
Unit 12 IUOE, Craft/Maintenance	5.6%
Unit 13 IUOE, Stationary Engineers	0.4%
Unit 14 CSEA, Printing	0.6%
Unit 15 CSEA, Custodial	2.2%
Unit 16 UAPD, Physicians	0.7%
Unit 17 CSEA, Nurses	1.8%
Unit 18 CAPT, Psychiatric Technicians	3.2%
Unit 19 AFSCME Health/Social Services	2.1%
Unit 20 CSEA Medical/Social Services	0.9%
Unit 21 CSEA, Education Consultants	0.3%
MANAGEMENT	17%
Supervisory	12.2%
Management	2.0%
Excluded	1.8%

1.0%

Confidential

Table 4: Resident Status and Sources of Care for Child and Adult Dependents,

California State Employees with Dependents, N=1847

	Children	Adults
RESIDENT STATUS		
Full-time	82%	33%
Part-time	9%	14%
None	9%	53%
SOURCES OF CARE		
Parental ^a	33%	30%
Relative ^b	20%	22%
Non-Relative ^c	10%	13%
Center ^d	21%	17%
None/Other ^e	16%	18%
Average Hours per Day	5.7	9.8
Average Days per Week	4	5
Average Weekly Cost ^f	\$67/\$85	\$172

^a Parental care includes non-working spouse, spouse working a different shift, self via telecommuting

^b Relative care includes relative in your home, relative in their home, older child

^c Non-relative care includes non-relative in your home, non-relative in their home

^d Center care includes after school program, child day care center, adult day care center, nursing home

^e None/Other includes none, older child care for themselves, other

f Children average weekly costs are for In school/Out of school; elder costs are based on weighted averages of those responding; N=162

Table 5: Family and Work Issues by Gender, California State Employees with Dependents, N=1430

CARE PROBLEMS ^a	ALL	Male	Female
Cost of care *	74%	69%	78%
Coordinating schedules *	73%	70%	75%
Physical/Emotional strain *	71%	65%	77%
Quality of care *	67%	62%	71%
Finding needed services *	63%	57%	69%
Summer care * e	66%	61%	72%
School holiday care * e	65%	60%	69%
Emergency/Sick care *	61%	54%	69%
Finding care for school age children * e	60%	51%	69%
Reliability of care giver *	54%	51%	57%
Sudden loss of provider *	53%	46%	59%
Care for special needs adult ^f	52%	49%	53%
Work-related travel	51%	51%	51%
Transportation to care *	48%	44%	52%
Finding care for pre-school age children ^g	44%	45%	42%
Evening care *	41%	38%	44%
Overnight/Extended care *	42%	38%	46%
Weekend care *	39%	34%	44%
Care for special needs child	19%	21%	17%
care for special needs clind	1770	2170	1770
WORK PROBLEMS ^a			
Excessive workload	59%	56%	61%
Scheduling vacation time	57%	56%	59%
Traveling on the job	56%	57%	54%
Participating in job training	52%	53%	51%
Accepting special assignments	50%	48%	51%
Working preferred hours *	49%	45%	54%
Accepting promotions	43%	41%	45%
Returning to work after birth of child *	28%	17%	39%
WORK INTERRUPTIONS b			
Telephone calls at work *	73%	68%	78%
Left work early *	60%	54%	65%
Missed work *	51%	47%	56%
Late to work *	45%	38%	51%
Lack of concentration *	38%	32%	43%
Considered quitting *	16%	11%	19%
IMPORTANCE OF FAMILY CARE ISSUES ^c			
Time off for family member illness *	85%	81%	88%
Flexibility in work hours *	70%	61%	79%
Time off for dependent's routine medical *	62%	54%	70%
Time off for children's school related activities	62%	60%	64%
Vacation programs for school age children *	45%	38%	51%
Assistance in finding affordable quality dependent care *	38%	29%	47%
Assistance with dependent care expenses *	38%	28%	47%
Parent education *	23%	19%	26%
Child care program for mildly ill children *	22%	18%	27%
Care for special needs dependent *	21%	17%	25%
MANANGEMENT GUIDDONT FOR WORK FAMILY DOOR	an and		
MANANGEMENT SUPPORT FOR WORK-FAMILY PROC Time off for family member illness *	<u>5RAMS =</u> 67%	62%	72%
Time off for dependents routine medical *	59%	52%	66%
Family Medical Leave Act *	53%	48%	57%
Time off for childrens school related activities *	46%	41%	52%
Flexibility in setting work hours *	42%	37%	46%
Education *	28%	24%	33%
Telecommuting *	17%	21%	19%
* Significant at least at the p< 0.05	11/0	2 1 /0	17/0

^a Percentages indicate workers reporting either a major or minor problem.

^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.

^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.

^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.

^e Only workers with school age children are included N=720

 $^{^{\}rm f}$ Only workers with a dult dependents are included N=432

^g Only workers with pre-school age children are included N=368

Table 6: Program Utilization and Lack of Awareness by Gender, California State Employees, N=3350

	Prog	Program Utilization ^a			Unaware of Programs			
Existing Benefit Programs	ALL	Male	Female	ALL	Male	Female		
<u>LEAVE</u>								
Annual Leave Program*/NS	40%	46%	35%	5%	4%	5%		
Bereavement Leave */NS	21%	19%	23%	2%	2%	1%		
Family Medical Leave Act */NS	12%	11%	14%	5%	5%	5%		
Holiday in Lieu *	22%	24%	20%	11%	9%	13%		
Informal Leave NS/*	15%	15%	15%	5%	4%	6%		
SCHEDULE								
Alternate Work Week */NS	27%	24%	29%	6%	5%	6%		
Exchange Days/Hours Off	33%	32%	35%	5%	5%	6%		
Flextime */NS	23%	19%	27%	7%	8%	7%		
Telecommuting */NS	14%	12%	16%	7%	7%	8%		
EDUCATION/TRAINING								
Continuing Education Leave	9%	9%	9%	13%	12%	14%		
Family School Partnership Act NS/*	4%	4%	3%	17%	15%	18%		
Tuition Reimbursement NS/*	6%	5%	6%	15%	13%	16%		
EMPLOYEE ASSISTANCE								
Employee Assistance Program (EAP) */NS	17%	15%	19%	2%	2%	2%		
Wellness Program *	10%	7%	12%	9%	7%	10%		
MISCELLANEOUS								
Commute Program	8%	8%	9%	12%	11%	12%		
FlexElect Program *	24%	23%	26%	4%	5%	4%		
Group Legal Services Plan *	11%	9%	12%	2%	2%	1%		
Life Insurance	13%	12%	14%	4%	4%	4%		

^{*} Significant at the p<.05 level

^a Percentages indicate workers who used the programs at least once in the past year

Table 7: Family Care and Work Problems by Age, California State Employees with Dependents, N=1430

Tuble 7. Family Care and Work Froblems by Age, Camorin	a state Emple	A(GE	
CARE PROBLEMS ^a	21-35	36-45	46-55	Over 55
Cost of care *	81%	72%	69%	74%
Coordinating schedules	73%	72%	74%	72%
Physical/Emotional strain *	61%	69%	80%	76%
Quality of care	71%	64%	64%	70%
Finding needed services *	67%	60%	62%	74%
Summer care ^e	69%	68%	62%	56%
School holiday care e	63%	68%	61%	54%
Emergency/Sick care *	61%	56%	67%	75%
Finding care for school age children ^e	55%	60%	61%	65%
Reliability of care giver *	63%	50%	51%	62%
Sudden loss of provider *	59%	49%	51%	63%
Care for special needs adult * f	52%	41%	61%	52%
Work-related travel *	45%	54%	55%	42%
Transportation to care	47%	45%	53%	53%
Finding care for pre-school age children ^g	43%	48%	34%	44%
Evening care *	55%	38%	34%	27%
Overnight/Extended care *	50%	36%	47%	40%
Weekend care *	49%	36%	37%	32%
WORK PROBLEMS ^a				
Excessive workload *	49%	59%	65%	60%
Scheduling vacation time	61%	56%	57%	55%
Traveling on the job	53%	54%	60%	56%
Participating in job training *	59%	54%	45%	42%
Accepting special assignments	49%	51%	49%	43%
Working preferred hours *	56%	53%	41%	42%
Accepting promotions	44%	42%	44%	34%
Returning to work after birth of child *	38%	28%	24%	7%
WORK INTERRUPTIONS ^b				
Telephone calls at work *	64%	78%	74%	64%
Left work early *	52%	60%	66%	50%
Missed work *	57%	53%	50%	37%
Late to work *	47%	48%	44%	27%
Lack of concentration	34%	37%	42%	34%
Considered quitting *	24%	15%	12%	12%
IMPORTANCE OF FAMILY CARE ISSUES ^e			0.4	
Time off for family member illness *	83%	88%	84%	72%
Flexibility in work hours *	63%	75%	71%	62%
Time off for dependent's routine medical	57%	64%	63%	58%
Time off for children's school related activities *	68%	67%	58%	26%
Vacation programs for school age children *	46%	51%	39%	23%
Assistance in finding affordable quality dependent care *	46%	35%	34%	51%
Assistance with dependent care expenses * Parent education *	47% 27%	36% 25%	33% 19%	37%
Child care program for mildly ill children *	28%	24%	18%	9% 14%
Care for special needs dependent *	17%	19%	23%	34%
Care for special needs dependent	1770	1770	2570	3470
MANANGEMENT SUPPORT FOR WORK-FAMILY PRO		700/	700/	6601
Time off for dama data mating and incl.	58%	70%	70%	66%
Time off for dependents routine medical *	49%	60% 53%	61%	63% 55%
Family Medical Leave Act Time off for childrens school related activities *	56% 39%	53% 49%	50% 49%	55% 47%
Flexibility in setting work hours *	39%	49%	49% 47%	47% 51%
Education *	23%	26%	34%	29%
Telecommuting *	13%	16%	22%	37%
* Significant at least at the p< 0.05		2,4	-,-	

^{*} Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.

^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.

^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.

^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.

^e Only workers with school age children are included N=720

^f Only workers with adult dependents are included N=432

 $^{^{\}rm g}$ Only workers with pre-school age children are included N=368

Table 8: Program Utilization and Lack of Awareness by Age, California State Employees, N=3350

	Program Utilization ^a				rams			
Existing Benefit Programs		36-45		Over 55		36-45	46-55	Over 5
LEAVE								
Annual Leave Program *	27%	33%	44%	56%	10%	5%	3%	2%
Bereavement Leave NS/*	20%	21%	22%	20%	3%	2%	1%	1%
Family Medical Leave Act *	16%	12%	11%	13%	5%	7%	3%	4%
Holiday in Lieu NS/*	19%	22%	23%	24%	16%	12%	9%	8%
Informal Leave NS/*	12%	16%	16%	13%	11%	6%	3%	3%
SCHEDULE								
Alternate Work Week NS/*	26%	29%	26%	24%	9%	7%	4%	3%
Exchange Days/Hours Off */NS	45%	40%	27%	26%	6%	6%	4%	4%
Flextime *	19%	25%	23%	23%	13%	9%	5%	3%
Telecommuting *	9%	14%	17%	12%	12%	8%	6%	5%
EDUCATION/TRAINING								
Continuing Education Leave *	6%	9%	9%	12%	19%	18%	9%	7%
Family School Partnership Act *	5%	5%	3%	3%	25%	19%	14%	8%
Tuition Reimbursement NS/*	4%	6%	6%	5%	23%	18%	11%	8%
EMPLOYEE ASSISTANCE								
Employee Assistance Program (EAP) */NS	16%	24%	14%	11%	3%	2%	2%	1%
Wellness Program NS/*	8%	10%	10%	9%	12%	10%	6%	6%
MISCELLANEOUS _								
Commute Program *	7%	8%	10%	8%	16%	13%	9%	8%
FlexElect Program */NS	19%	28%	25%	20%	6%	4%	4%	5%
Group Legal Services Plan */NS	10%	13%	9%	12%	2%	2%	2%	1%
Life Insurance	10%	15%	13%	14%	5%	4%	4%	2%

^{*} Significant at the p<.05 level

^a Percentages indicate workers who used the programs at least once in the past year

Table 9: Family and Work Issues by Type of Dependent, California State Employees with Dependents, N=1430

Table 7. Falling and Work Issues by Type of Dependent, e	ТҮ	PE OF DEPENDEN	
CARE PROBLEMS ^a	Children Only	Adult Only	Both
Cost of care *	70%	84%	78%
Coordinating schedules *	68%	89%	77%
Physical/Emotional strain *	63%	84%	83%
Quality of care *	60%	85%	73%
Finding needed services *	55%	86%	72%
Summer care ^e	66%	NA	70%
School holiday care ^e	64%	NA	68%
Emergency/Sick care *	54%	74%	73%
Finding care for school age children * e	58%	NA	67%
Reliability of care giver *	47%	73%	63%
Sudden loss of provider *	48%	55%	63%
Care for special needs adult * f	NA	62%	48%
Work-related travel *	49%	46%	57%
Transportation to care *	40%	73%	56%
Finding care for pre-school age children * g	41%	NA	55%
Evening care *	42%	19%	43%
Overnight/Extended care *	36%	46%	54%
Weekend care *			49%
weekend care "	35%	37%	49%
WORK PROBLEMS ^a			
Excessive workload	58%	54%	62%
Scheduling vacation time *	56%	48%	63%
Traveling on the job *	55%	45%	60%
Participating in job training *	55%	29%	52%
Accepting special assignments *	49%	35%	56%
Working preferred hours *	51%	31%	52%
Accepting promotions *	43%	26%	46%
Returning to work after birth of child *	32%	5%	25%
WODE INTERPRETATIONS b			
WORK INTERRUPTIONS b	700/	660/	010/
Telephone calls at work *	70%	66%	81%
Left work early Missed work *	58%	55%	64%
Late to work *	50%	46%	56%
Lack of concentration *	47%	24% 41%	49%
Considered quitting *	30% 14%	9%	51% 21%
Considered quitting	1470	970	2170
IMPORTANCE OF FAMILY CARE ISSUES ^c			
Time off for family member illness *	86%	73%	87%
Flexibility in work hours	70%	69%	73%
Time off for dependent's routine medical *	61%	52%	67%
Time off for children's school related activities *	69%	21%	57%
Vacation programs for school age children *	50%	18%	40%
Assistance in finding affordable quality dependent care *	33%	46%	48%
Assistance with dependent care expenses *	62%	44%	47%
Parent education	22%	19%	25%
Child care program for mildly ill children	24%	19%	21%
Care for special needs dependent *	15%	35%	30%
MANANCEMENT CUIDOOF FOR WORK FARM V. PR.	OCDAME d		
MANANGEMENT SUPPORT FOR WORK-FAMILY PROTime off for family member illness *	OGRAMS 5 68%	75%	63%
Time off for dependents routine medical	59%	65%	57%
Family Medical Leave Act	54%	59%	50%
Time off for childrens school related activities *	49%	45%	41%
Flexibility in setting work hours *	39%	57%	40%
Education *	25%	39%	31%
Telecommuting *	16%	36%	20%
* Significant at least at the n< 0.05	10/0	50/0	2070

^{*} Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.

^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.

^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.

^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.

 $^{^{\}rm e}$ Only workers with school age children are included N=720

 $^{^{\}rm f}$ Only workers with adult dependents are included N=432

 $^{^{\}rm g}$ Only workers with pre-school age children are included N=368

 $\begin{tabular}{ll} Table 10: Program \ Utilization \ and \ Lack \ of \ Awareness \ by \ Presence \ of \ Dependents, \ California \ State \ Employees, \ N=3350 \end{tabular}$

	Program	Program Utilization ^a		of Programs
Existing Benefit Programs	Dependent	No Dependent	Dependent	No Dependent
LEAVE				_
Annual Leave Program *	38%	43%	6%	3%
Bereavement Leave	22%	19%	2%	1%
Family Medical Leave Act *	14%	8%	7%	2%
Holiday in Lieu NS/*	23%	21%	13%	8%
Informal Leave *	17%	12%	7%	3%
SCHEDULE				
Alternate Work Week *	29%	24%	7%	4%
Exchange Days/Hours Off *	39%	24%	7%	3%
Flextime *	25%	20%	9%	4%
Telecommuting NS/*	14%	13%	9%	5%
EDUCATION/TRAINING				
Continuing Education Leave NS/*	9%	9%	16%	9%
Family School Partnership Act *	5%	1%	21%	11%
Tuition Reimbursement NS/*	6%	5%	18%	10%
EMPLOYEE ASSISTANCE				
Employee Assistance Program (EAP) *	19%	13%	3%	1%
Wellness Program *	12%	7%	11%	5%
MISCELLANEOUS				
Commute Program *	9%	7%	14%	7%
FlexElect Program *	27%	19%	6%	2%
Group Legal Services Plan *	13%	7%	2%	1%
Life Insurance */NS	15%	11%	4%	3%

^{*} Significant at the p<.05 level

^a Percentages indicate workers who used the programs at least once in the past year

Table 11: Family and Work Issues by Management Status, California State Employees with Dependents, N=1430

CASE PROBLEMS* Rank and File Management Cost of care 73% 79% Coordinating schedules * 72% 79% Physical Emotional strain 71% 72% Quality of care 65% 72% Finding needed services 65% 71% Summer care * 65% 71% School Holiday care ** 62% 74% Emergency/Sick care * 59% 74% Finding care for school age children * 60% 61% Reliability of care giver 53% 55% Sudden loss of provider 53% 55% Care for special needs adul * 49% 66% Transportation to care 47% 56% Finding care for pre-school age children * 40% 25% Evening care 41% 55% Evening care 41% 55% Vornight/Extended care 43% 39% Veschend care 40% 25% Excessive workload * 57% 65% <td< th=""><th>Table 11.1 annly and Work Issues by Frankagement Status, e</th><th>MANAGEMI</th><th></th></td<>	Table 11.1 annly and Work Issues by Frankagement Status, e	MANAGEMI	
Coordinating schedules * Physical/Emotional strain 1719, 228, Quality of care 659, 72% Finding needed services 659, 74% School Holiday care * 659, 74% Emergency/Sick care * 59% 574% Emergency/Sick care * 59% 574% Emergency/Sick care * 59% 574% Emergency/Sick care * 59% 66% Finding care for school age children * 60% 61% Reliability of care giver 53% 52% Sudden loss of provider 53% 52% Care for special needs adult * 53% 66% Transportation to care 47% 55% Emergency/Sick care * 53% 66% Transportation to care 47% 55% Finding care for school age children * 48% 66% Transportation to care 47% 55% Finding care for school age children * 48% 66% Finding care for special needs adult * 48% 66% Finding care for pre-school age children * 49% 55% Evening care 41% 53% 66% Finding care for pre-school age children * 49% 60% Finding care for pre-school age children * 49% 60% Finding care for pre-school age children * 49% 60% Finding care for pre-school age children * 49% 60% Finding care for pre-school age children * 55% 65% 65% 65% 65% 65% 65% 65% 65% 65%	CARE PROBLEMS ^a	-	
Physical/Emotional strain 71% 72%	Cost of care	73%	79%
Quality of care 65% 22% Finding needed services 63% 63% Summer care* 65% 71% School Holiday care ** 59% 74% Emergency/Sick care * 59% 74% Finding care for school age children ** 60% 61% Reliability of care giver 53% 55% Studen loss of provider 53% 52% Care for special needs adult ** 48% 66% Work-related travel 48% 66% Transportation to care 47% 56% Finding care for pre-school age children ** 46% 25% Evening care 41% 35% Overnight/Extended care 43% 39% Weekend care 40% 32% **Broblem of the pict of the	Coordinating schedules *	72%	79%
Finding needed services	Physical/Emotional strain	71%	72%
Summer care 6 55% 71% 5 School Holiday care **	Quality of care	65%	72%
School Holidny care ** Emergency/Sick care ** Emergency/Sick care ** Emergency/Sick care ** Effiding care for school age children ** Reliability of care giver S3% 55% Sudden loss of provider 53% 55% Sudden loss of provider Care for special needs adult * Work-related travel 48% 66% Transportation to care 47% 55% Finding care for pre-school age children ** Evening care 41% 35% Overnight/Extended care 43% 39% Weekend care 43% 39% Weekend care 43% 39% Weekend care 40% 32% WORK PROBLEMS* Excessive workload ** Excessive workloa	Finding needed services	63%	63%
Emergency/Sick care * Finding care for school age children * Finding care for school age children * Sight Si	Summer care ^e	65%	71%
Finding care for school age children so the Reliability of care giver 53% 56% 56% Sudden loss of provider 53% 52% 52% 52% 52% 52% 52% 52% 52% 52% 52	School Holiday care * e	62%	74%
Reliability of care giver Sudden loss of provider Sudden loss of provider Care for special needs adult ¹ Work-related travel Finding care for pre-school age children ⁴ Evening care Finding care for pre-school age children ⁴ Evening care Voernight/Extended care Work PROBLEMS ⁸ Excessive workload ⁸ Scheduling vacation time Traveling on the job ⁸ Participating in job training Accepting special assignments ⁸ Evening preferred hours Accepting special assignments ⁸ Working preferred hours Accepting special assignments ⁸ Evening to work after birth of child 28% 26% WORK INTERRUPTIONS ⁶ Telephone calls at work ⁸ Lack of concentration 38% Missed work Lack of concentration 38% Missed work Lack of work ⁸ Lack for special assignments ⁸ Time off for family member illness Flexibility in work hours Time off for dependent's routine medical Time off for dependent care expenses Assistance in finding affordable quality dependent care ⁸ Assistance in finding affordable quality dependent care ⁸ Assistance in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Parent education ⁸ Assistance with dependent care expenses Time off for family member illness ⁸ Time off for for dependents routine medical ⁸ Time off for for dependents routine medical ⁸ Family Medical Leave Act ⁸ Time off for for dependent care expenses Time off for for dependent care expenses Time off for for dependent care expenses Time off for dependent care expenses Some infinition affordable quality dependent care ⁸ Assistance with dependent care expenses Time off for dependents routine medical ⁸ Family Medical Leave Act ⁸ Time off for for dependent care	Emergency/Sick care *	59%	74%
Reliability of care giver Sudden loss of provider Sudden loss of provider Care for special needs adult ¹ Work-related travel Finding care for pre-school age children ⁴ Evening care Finding care for pre-school age children ⁴ Evening care Voernight/Extended care Work PROBLEMS ⁸ Excessive workload ⁸ Scheduling vacation time Traveling on the job ⁸ Participating in job training Accepting special assignments ⁸ Evening preferred hours Accepting special assignments ⁸ Working preferred hours Accepting special assignments ⁸ Evening to work after birth of child 28% 26% WORK INTERRUPTIONS ⁶ Telephone calls at work ⁸ Lack of concentration 38% Missed work Lack of concentration 38% Missed work Lack of work ⁸ Lack for special assignments ⁸ Time off for family member illness Flexibility in work hours Time off for dependent's routine medical Time off for dependent care expenses Assistance in finding affordable quality dependent care ⁸ Assistance in finding affordable quality dependent care ⁸ Assistance in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Some in finding affordable quality dependent care ⁸ Assistance with dependent care expenses Parent education ⁸ Assistance with dependent care expenses Time off for family member illness ⁸ Time off for for dependents routine medical ⁸ Time off for for dependents routine medical ⁸ Family Medical Leave Act ⁸ Time off for for dependent care expenses Time off for for dependent care expenses Time off for for dependent care expenses Time off for dependent care expenses Some infinition affordable quality dependent care ⁸ Assistance with dependent care expenses Time off for dependents routine medical ⁸ Family Medical Leave Act ⁸ Time off for for dependent care	Finding care for school age children ^e	60%	61%
Care for special needs adult \$\frac{1}{2}\$ Work-related travel			
Work related travel	, ,	53%	52%
Work related travel	Care for special needs adult f	53%	40%
Transportation to care			66%
Finding care for pre-school age children 3 46% 25% Evening care 41% 35% Overnight/Extended care 41% 35% Weekend care 40% 32% Weekend care 40% 32% WORK PROBLEMS			
Evening care	*		25%
New			
Weekend care 40% 32% WORK PROBLEMS* Excessive workload * 57% 65% Scheduling vacation time 58% 54% Traveling on the job * 53% 65% Participating in job training 53% 47% Accepting special assignments * 19% 42% Working preferred hours 49% 48% Accepting promotions 42% 46% Returning to work after birth of child 28% 26% WORK INTERRUPTIONS b Telephone calls at work * 71% 81% Lack of concentration 38% 38% Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 38 Immediate of for family member illness 85% 83% Immediate of for family member illness 85% 83% Flexibility in work hours 70% <td< td=""><td><u>v</u></td><td></td><td></td></td<>	<u>v</u>		
Excessive workload * 57% 65% 54%	e		
Excessive workload *			
Excessive workload *	WORK PROBLEMS a		
Traveling on the job * 53% 65% Participating in job training 53% 47% 42% 42% Working preferred hours 49% 48% Accepting special assignments * 51% 42% Working preferred hours 49% 48% Accepting promotions 42% 46% Returning to work after birth of child 28% 26% 26% 26% 26% 26% 26% 26% 26% 26% 26		57%	65%
Participating in job training	Scheduling vacation time	58%	54%
Accepting special assignments * 49% 48% 48% Accepting preferred hours 49% 48% Accepting promotions 42% 46% Returning to work after birth of child 28% 26% 26% 26% 26% 26% 26% 26% 26% 26% 26	Traveling on the job *	53%	65%
Working preferred hours 49% 48% Accepting promotions 42% 46% Returning to work after birth of child 28% 26% WORK INTERRUPTIONS b Telephone calls at work * 71% 81% Lack of concentration 38% 38% Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES * Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance with dependent care expenses 39% 32% Assistance with dependent care expenses 39% 32% Care for special needs dependent		53%	47%
Accepting promotions Returning to work after birth of child 28% 26% WORK INTERRUPTIONS b Telephone calls at work * 71% Lack of concentration 38% Missed work 52% Late to work * 43% Late to work * 52% Left work early * 57% Considered quitting 16% 13% MPORTANCE OF FAMILY CARE ISSUES c Time off for family member illness 85% Flexibility in work hours 70% Time off for children's school related activities 61% Assistance in finding affordable quality dependent care * 40% Assistance with dependent care expenses 39% Parent education * 24% Care for special needs dependent MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS d Time off for family member illness * 56% Time off for family member illness 56% Time off for object and the dependent care * 56% Time off for family member illnes * 56% Time off for family member illness * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens school related activities * 56% Time off for childrens sc	Accepting special assignments *	51%	42%
Returning to work after birth of child 28% 26%		49%	48%
Telephone calls at work *	Accepting promotions	42%	46%
Telephone calls at work * 71% 81% Lack of concentration 38% 38% Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES* Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS* Time off for family member illness * 55% 79%	Returning to work after birth of child	28%	26%
Telephone calls at work * 71% 81% Lack of concentration 38% 38% Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES* Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS* Time off for family member illness * 55% 79%			
Lack of concentration 38% 38% Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES * Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS* Time off for dependents routine medical * 56% 79% Time off for childrens school related activities * 44%			0.4
Missed work 52% 48% Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES ° Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school relate	*		
Late to work * 43% 53% Left work early * 57% 71% Considered quitting 16% 13% IMPORTANCE OF FAMILY CARE ISSUES ° Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS degrees Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility			
Left work early * 57% 71% Considered quitting 16% 13%			
Considered quitting16%13%IMPORTANCE OF FAMILY CARE ISSUES cTime off for family member illness85%83%Flexibility in work hours70%74%Time off for dependent's routine medical61%66%Time off for children's school related activities61%64%Vacation programs for school age children45%43%Assistance in finding affordable quality dependent care *40%28%Assistance with dependent care expenses39%32%Parent education *24%16%Child care program for mildly ill children *25%11%Care for special needs dependent22%17%MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS degradedTime off for family member illness *56%79%Time off for dependents routine medical *56%71%Family Medical Leave Act *52%60%Time off for childrens school related activities *44%61%Flexibility in setting work hours *39%54%Education *26%37%			
IMPORTANCE OF FAMILY CARE ISSUES ** Time off for family member illness 85% 83% Flexibility in work hours 70% 74% 74% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75	•		
Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS * Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%	Considered quitting	16%	13%
Time off for family member illness 85% 83% Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS * Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%	IMPORTANCE OF FAMILY CARE ISSUES ^c		
Flexibility in work hours 70% 74% Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS 4		85%	83%
Time off for dependent's routine medical 61% 66% Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS * * Time off for family member illness * 56% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Time off for children's school related activities 61% 64% Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS * * Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Vacation programs for school age children 45% 43% Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS * * Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Assistance in finding affordable quality dependent care * 40% 28% Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Assistance with dependent care expenses 39% 32% Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%	1 0	40%	28%
Parent education * 24% 16% Child care program for mildly ill children * 25% 11% Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS description * * Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Care for special needs dependent 22% 17% MANANGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%	Child care program for mildly ill children *	25%	11%
Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%		22%	17%
Time off for family member illness * 65% 79% Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Time off for dependents routine medical * 56% 71% Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			700/
Family Medical Leave Act * 52% 60% Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Time off for childrens school related activities * 44% 61% Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Flexibility in setting work hours * 39% 54% Education * 26% 37%			
Education * 26% 37%			
Telecommuting * 16% 30%	Education * Telecommuting *		
Telecommuting * 16% 30% * Significant at least at the p< 0.05		10%	30%

^{*} Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.

^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.

^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.

^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.

^e Only workers with school age children are included N=720

^f Only workers with adult dependents are included N=432

 $^{^{\}rm g}$ Only workers with pre-school age children are included N=368

Table 12: Program Utilization and Lack of Awareness by Management Status, California State Employees, N=3350

	Program U	tilization ^a	Unaware of Programs		
Existing Benefit Programs	Rank and File	Management	Rank and File	Management	
LEAVE					
Annual Leave Program *	35%	60%	5%	2%	
Bereavement Leave	21%	20%	2%	1%	
Family Medical Leave Act *	14%	4%	5%	2%	
Holiday in Lieu NS/*	23%	20%	12%	9%	
Informal Leave NS/*	14%	16%	6%	3%	
SCHEDULE					
Alternate Work Week *	28%	23%	6%	3%	
Exchange Days/Hours Off *	35%	25%	5%	3%	
Flextime *	22%	29%	8%	3%	
Telecommuting *	12%	25%	8%	3%	
EDUCATION/TRAINING					
Continuing Education Leave *	10%	6%	14%	7%	
Family School Partnership Act NS/*	4%	2%	17%	11%	
Tuition Reimbursement NS/*	6%	5%	16%	7%	
EMPLOYEE ASSISTANCE					
Employee Assistance Program (EAP) *	18%	13%	2%	1%	
Wellness Program NS/*	9%	11%	9%	5%	
MISCELLANEOUS					
Commute Program *	8%	12%	12%	8%	
FlexElect Program *	23%	28%	5%	2%	
Group Legal Services Plan */NS	11%	8%	2%	1%	
Life Insurance */NS	12%	20%	4%	2%	

^{*} Significant at the p<.05 level

^a Percentages indicate workers who used the programs at least once in the past year

Tables 13: Barriers to Program Utilization by Gender, Age, Presence of Dependents,

Management Status, and Race/Ethnicity, California State Employees, N=3345

Management Status, and Race/Ethnicity, Ca	lifornia State	Emplo	yees, N=	3345	
BARRIERS TO PROGRAM UTILIZATION ^a	ALL	Male	Fe	emale	
Lack of awareness of programs	51%	50%	:	51%	
Lack of assistance and information	40%	40%	40%		
Inconsistent application of policies	32%	31%	33%		
Usage will harm employment	31%	29%	32%		
Supervisor resistance	24%	23%	25%		
Co-Worker resistance *	13%	10%		15%	
			AGE		
BARRIERS TO PROGRAM UTILIZATION ^a	21-35	36-45	46-55	Over 55	
Lack of awareness of programs *	72%	57%	43%	32%	
Lack of assistance and information *	51%	46%	35%	27%	
Inconsistent application of policies *	37%	38%	30%	21%	
Usage will harm employment *	38%	39%	27%	14%	
Supervisor resistance *	30%	27%	23%	13%	
Co-Worker resistance *	14%	15%	12%	7%	
		DEPE	NDENT	'S	
BARRIERS TO PROGRAM UTILIZATION ^a	Dependent		No Do	No Dependent	
Lack of awareness of programs *	58%		39%		
Lack of assistance and information *	45%			31%	
Inconsistent application of policies *	37%		,	24%	
Usage will harm employment *	36%		21%		
Supervisor resistance *	28%		18%		
Co-Worker resistance *	15% 8% MANAGEMENT STATUS		8%		
			ΓATUS		
BARRIERS TO PROGRAM UTILIZATION ^a	Rank and File		Man	Management	
Lack of awareness of programs *	54	54%		36%	
Lack of assistance and information *	43	43%		24%	
Inconsistent application of policies *	36%		16%		
Usage will harm employment *	34%		16%		
Supervisor resistance *	26%		13%		
Co-Worker resistance *		14%		6%	
	ETHNICITY/RACE		ACE		
BARRIERS TO PROGRAM UTILIZATION ^a	White Non-Wh		-White		
Lack of awareness of programs *	47	7%		57%	
Lack of assistance and information *	36%		47%		
Inconsistent application of policies *	29%		38%		
Usage will harm employment *	29%		35%		
Supervisor resistence *	22%		26%		
Co-Worker resistence *	10%		17%		

^{*} Significant at the p<.05 level

^a Percentages indicate workers reporting either a major or minor problem.

Tables 14: Support for Program Innovations by Gender, Age, Presence of Dependents, and Employee Status, California State Employees, N=3585

PROGRAM INNOVATIONS ^a	ALL	Male	Female
Use of leave for family members illness and medical *	76%	72%	80%
Flexible work schedules *	66%	59%	73%
Expansion of FMLA *	51%	45%	57%
Domestic violence assistance *	48%	42%	56%
Dependent care subsidies *	41%	34%	47%
Shared funding for center based care *	35%	29%	41%
After hours school care *	41%	34%	49%
Workplace violence training *	39%	34%	46%
Expansion of the Family School Partnership Act *	30%	25%	34%
Assistance for dependents college tuition	47%	48%	47%
Family care resource and referral *	43%	37%	48%

_	AGE			
PROGRAM INNOVATIONS ^a	21-35	36-45	46-55	Over 55
Use of leave for family members illness and medical *	81%	81%	74%	71%
Flexible work schedules *	75%	73%	64%	50%
Expansion of FMLA *	66%	54%	46%	43%
Domestic violence assistance	49%	49%	49%	49%
Dependent care subsidies *	56%	48%	35%	26%
Shared funding for center based care *	55%	43%	25%	24%
After hours school care	54%	49%	34%	33%
Workplace violence training	37%	42%	39%	42%
Expansion of the Family School Partnership Act *	41%	36%	24%	22%
Assistance for dependents college tuition *	57%	56%	44%	29%
Family care resource and referral *	52%	47%	38%	38%

	DEPENDENTS			
PROGRAM INNOVATIONS a	Dependents	No Dependents		
Use of leave for family members illness and medical *	80%	70%		
Flexible work schedules *	69%	61%		
Expansion of FMLA *	56%	43%		
Domestic violence assistance	47%	51%		
Dependent care subsidies *	48%	28%		
Shared funding for center based care *	41%	25%		
After hours school care *	46%	33%		
Workplace violence training	40%	39%		
Expansion of the Family School Partnership Act *	35%	21%		
Assistance for dependents college tuition *	57%	31%		
Family care resource and referral *	46%	36%		

	NT STATUS	
PROGRAM INNOVATIONS ^a	Rank and File	Management
Use of leave for family members illness and medical *	77%	73%
Flexible work schedules *	67%	61%
Expansion of FMLA *	54%	39%
Domestic violence assistance	49%	49%
Dependent care subsidies *	42%	35%
Shared funding for center based care *	36%	32%
After hours school care	42%	42%
Workplace violence training	40%	40%
Expansion of the Family School Partnership Act *	31%	24%
Assistance for dependents college tuition *	48%	42%
Family care resource and referral	43%	41%

^{*} Significant at the p<.05 level

^a Percentages indicate workers that rated support for these programs as '4' or '5' on a 1-5 scale.